




# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

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## Memorandum

To: Solicitor  
Assistant Secretaries and Equivalent Officers  
Bureau Directors  
Members of the Senior Executive Service by email

From: Rhea Suh   
Assistant Secretary – Policy, Management and Budget

Subject: FY 2013 Senior Executive Service Performance-Based Pay System Results

The purpose of this memorandum is to provide you with the results of the Department's Senior Executive Service (SES) FY 2013 performance rating and recognition process.

The Office of Personnel Management (OPM) gathers this information from all agencies annually and publishes it as government-wide statistics. In addition to using this information for government-wide reporting purposes, OPM also evaluates it as part of the process for certifying SES performance systems.

If you have any questions, please contact Jonathan Mack (202-208-5590) or Michelle Oxyer (202-208-6943) with the Office of Human Resources, Executive Resources Division.

Attachment

## FY 2013 Senior Executive Service Performance-Based Pay System Results

Ratings for Career, Non Career and Limited Term SES	
Number of Executives Rated	250
Number Rated at the Highest Level	117
Percentage Rated at the Highest Level	47%

SES Performance Bonuses	
Number of Career Executives Receiving a Bonus	117
Percentage of Career Executives Receiving a Bonus	69%
Average Bonus	\$9,608

SES Pay Adjustments	
Number of Executives Receiving a Pay Adjustment	186
Percentage of Executives Receiving a Pay Adjustment	74%
Average Pay Adjustment	\$2,250